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OLL 85-2851
2 October 1985

MEMORANDUM FOR THE RECORD

SUBJECT: Federal Equity Pay Practice Act of 1985 (FEPPA)
H.R. 3008: Exemption of CIA

1. Pay equity was first addressed in this Congress with the introduction of H.R. 27. This bill was designed to promote pay equity (comparable worth) and eliminate gender based discrimination. After hearings on that bill, Congresswoman Oakar, who chairs the Subcommittee on Compensation and Employee Benefits, modified the bill by converting it into a comprehensive study of "pay equity" in the Federal Government.

2. The earlier bill, H.R. 27, contained a protective provision prohibiting the disclosure of classified information or information otherwise protected by law. FEPPA had no such protective provision. However, section 2 of FEPPA noted that the purpose of the bill was to determine whether the Government's position classification system under chapter 51 of Title 5 and the prevailing-rate system of subchapter IV of chapter 53 are administered in accordance with the general policy expressed in the Civil Rights Act of 1964 (Title VII) and section 6(d) of the Fair Labor Standards Act of 1938.

3. Since the CIA is specifically exempt from chapter 51 of Title 5, H.R. 3008 does not apply to the CIA.

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